Towards a Representative Public Service

Statistics of the Public Service within the Government of Nunavut as of:

December 31, 2016

Prepared by:
Department of Finance

Contents

Introduction 2
Employment Summary of the Government of Nunavut Public Service 3
Employment Summary by Community 4

Employment Summary by Department
- Community and Government Services 5
- Culture and Heritage 6
- Economic Development and Transportation 7
- Education 8
- Environment 9
- Executive and Intergovernmental Affairs 10
- Family Services 11
- Finance 12
- Health 13
- Justice 14
- Office of the Legislative Assembly 15
- Nunavut Arctic College 16
- Nunavut Business Credit Corporation 17
- Nunavut Housing Corporation 18
- Qulliq Energy Corporation 19

Summary of Total Positions and Capacity 20
Review of Nunavut Inuit Employment 21
Sivuliqtiksat Internship Program 22
Casual Workers 23
Relief Workers 24

Introduction

The Government of Nunavut is striving to serve the public by providing timely and accurate data about the public service. Article 23 of The Nunavut Agreement establishes the objective of increasing Inuit participation in government employment to a representative level. The Towards a Representative Public Service (TRPS) report publicizes the Government of Nunavut's Inuit employment progress. This report is a publication of pure employment statistics so does not report on underlying issues or barriers to employment.

This snapshot of employment statistics is published regularly on the Department of Finance website, with a consolidated report tabled annually in the Legislative Assembly. This statistical data is used to assist in Government of Nunavut employment planning.

This report is prepared by the Department of Finance with participation from all departments and government agencies.

Employment Summary of the Government of Nunavut Public Service

Category All Departments, Agencies, Boards and Corporations

	Total Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Executive	39.00	4.00	35.00	90%	13.00	37%
Senior Management	166.00	31.00	135.00	81%	23.00	17%
Middle Management	468.00	114.00	354.00	76%	94.00	27%
Professional	1,750.10	469.60	1,280.50	73%	351.50	27%
Paraprofessional	1,012.60	296.70	715.90	71%	421.40	59%
Administrative Support	1,337.92	320.81	1,017.11	76%	859.81	85%
Total Employment Categories	**4,773.62**	**1,236.11**	**3,537.51**	**74%**	**1,762.71**	**50%**
Department Totals						
Community and Government Services	411.00	146.00	265.00	64%	112.00	42%
Culture and Heritage	90.80	20.00	70.80	78%	56.00	79%
Economic Development and Transportation	136.00	39.00	97.00	71%	57.00	59%
Education	1,285.51	121.00	1,164.51	91%	584.01	50%
Environment	138.50	48.00	90.50	65%	35.00	39%
Executive and Intergovernmental Affairs	102.00	21.00	81.00	79%	57.00	70%
Family Services	217.63	59.53	158.10	73%	91.10	58%
Finance	275.00	72.00	203.00	74%	90.00	44%
Health	1,146.28	512.88	633.40	55%	318.40	50%
Justice	370.00	85.00	285.00	77%	124.00	44%
Office of the Legislative Assembly	43.00	14.00	29.00	67%	14.00	48%
Total Government of Nunavut Departments	**4,215.72**	**1,138.41**	**3,077.31**	**73%**	**1,538.51**	**50%**
Agency, Board and Corporation Totals						
Nunavut Arctic College	222.10	46.10	176.00	79%	94.00	53%
Nunavut Business Credit Corporation	6.00	1.00	5.00	83%	2.00	40%
Nunavut Housing Corporation	123.00	33.00	90.00	73%	34.00	38%
Qulliq Energy Corporation	206.80	17.60	189.20	91%	94.20	50%
Total Agencies, Boards and Corporations	**557.90**	**97.70**	**460.20**	**82%**	**224.20**	**49%**
TOTAL	**4,773.62**	**1,236.11**	**3,537.51**	**74%**	**1,762.71**	**50%**

These numbers do not include public officials and political staff.

Employment Summary by Community

Community	Total Positions	Vacancies	Filled	% Capacity	Nunavut Inuit Hired	% IEP
Arctic Bay	51.03	9.00	42.03	82%	27.03	64%
Cape Dorset	132.00	30.50	101.50	77%	52.50	52%
Clyde River	77.60	10.50	67.10	86%	44.10	66%
Grise Fiord	21.65	4.00	17.65	82%	11.65	66%
Hall Beach	48.85	12.00	36.85	75%	25.85	70%
Igloolik	180.53	45.50	135.03	75%	84.03	62%
Iqaluit	1,948.77	577.47	1,371.30	70%	473.50	35%
Kimmirut	36.83	7.00	29.83	81%	15.58	52%
Pangnirtung	163.75	46.50	117.25	72%	78.25	67%
Pond Inlet	165.21	43.00	122.21	74%	77.21	63%
Qikiqtarjuaq	38.93	6.00	32.93	85%	21.93	67%
Resolute Bay	23.99	9.24	14.75	61%	5.00	34%
Sanikiluaq	60.65	10.30	50.35	83%	31.35	62%
Total Qikiqtaaluk	**2,949.80**	**811.01**	**2,138.79**	**73%**	**947.99**	**44%**
Arviat	230.00	49.00	181.00	79%	118.50	65%
Baker Lake	188.80	35.00	153.80	81%	81.80	53%
Chesterfield Inlet	38.61	9.00	29.61	77%	17.61	59%
Coral Harbour	64.18	14.00	50.18	78%	33.18	66%
Naujaat	66.85	15.00	51.85	78%	27.85	54%
Rankin Inlet	495.98	98.00	397.98	80%	230.48	58%
Whale Cove	39.60	11.50	28.10	71%	18.10	64%
Total Kivalliq	**1,124.02**	**231.50**	**892.52**	**79%**	**527.52**	**59%**
Cambridge Bay	302.60	114.10	188.50	62%	91.50	49%
Gjoa Haven	119.25	32.00	87.25	73%	67.25	77%
Kugaaruk	49.85	4.50	45.35	91%	24.35	54%
Kugluktuk	149.75	30.00	119.75	80%	66.75	56%
Taloyoak	57.85	8.50	49.35	85%	28.35	57%
Total Kitikmeot	**679.30**	**189.10**	**490.20**	**72%**	**278.20**	**57%**
Churchill	8.50	3.50	5.00	59%	2.00	40%
Edmonton	1.00	1.00	-	0%	-	0%
Ottawa	4.00	-	4.00	100%	2.00	50%
Winnipeg	7.00	-	7.00	100%	5.00	71%
Total Other	**20.50**	**4.50**	**16.00**	**78%**	**9.00**	**56%**
TOTAL	**4,773.62**	**1,236.11**	**3,537.51**	**74%**	**1,762.71**	**50%**

Community and Government Services

Employment Summary, by Category

	Total Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Executive	4.00	-	4.00	100%	-	0%
Senior Management	20.00	2.00	18.00	90%	2.00	11%
Middle Management	57.00	14.00	43.00	75%	11.00	26%
Professional	112.00	55.00	57.00	51%	15.00	26%
Paraprofessional	163.00	56.00	107.00	66%	53.00	50%
Administrative Support	55.00	19.00	36.00	65%	31.00	86%
Total Employment Categories	**411.00**	**146.00**	**265.00**	**64%**	**112.00**	**42%**

Employment Summary, by Community

Arctic Bay	2.00	1.00	1.00	50%	1.00	100%
Cape Dorset	22.00	9.00	13.00	59%	6.00	46%
Clyde River	1.00	-	1.00	100%	1.00	100%
Hall Beach	1.00	-	1.00	100%	1.00	100%
Igloolik	2.00	1.00	1.00	50%	1.00	100%
Iqaluit	185.00	68.00	117.00	63%	30.00	26%
Kimmirut	1.00	1.00	-	0%	-	0%
Pangnirtung	3.00	2.00	1.00	33%	1.00	100%
Pond Inlet	33.00	13.00	20.00	61%	14.00	70%
Qikiqtarjuaq	1.00	-	1.00	100%	1.00	100%
Resolute Bay	1.00	1.00	-	0%	-	0%
Sanikiluaq	1.00	-	1.00	100%	-	0%
Arviat	3.00	1.00	2.00	67%	1.00	50%
Baker Lake	16.00	5.00	11.00	69%	6.00	55%
Chesterfield Inlet	1.00	1.00	-	0%	-	0%
Coral Harbour	1.00	-	1.00	100%	1.00	100%
Naujaat	-	-	-	0%	-	0%
Rankin Inlet	78.00	24.00	54.00	69%	29.00	54%
Whale Cove	1.00	-	1.00	100%	1.00	100%
Cambridge Bay	42.00	15.00	27.00	64%	13.00	48%
Gjoa Haven	3.00	2.00	1.00	33%	-	0%
Kugaaruk	-	-	-	0%	-	0%
Kugluktuk	12.00	1.00	11.00	92%	5.00	45%
Taloyoak	1.00	1.00	-	0%	-	0%
Total Community	**411.00**	**146.00**	**265.00**	**64%**	**112.00**	**42%**

Employment Summary, by Iqaluit and Other Communities

Iqaluit	185.00	68.00	117.00	63%	30.00	26%
Other Communities	226.00	78.00	148.00	65%	82.00	55%
TOTAL	**411.00**	**146.00**	**265.00**	**64%**	**112.00**	**42%**

Culture and Heritage

Employment Summary, by Category

	Total Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Executive	2.00	-	2.00	100%	2.00	100%
Senior Management	7.00	-	7.00	100%	5.00	71%
Middle Management	12.00	2.00	10.00	83%	7.00	70%
Professional	44.00	12.00	32.00	73%	26.00	81%
Paraprofessional	8.00	2.00	6.00	75%	3.00	50%
Administrative Support	17.80	4.00	13.80	78%	13.00	94%
Total Employment Categories	**90.80**	**20.00**	**70.80**	**78%**	**56.00**	**79%**

Employment Summary, by Community

Igloolik	20.00	4.00	16.00	80%	13.00	81%
Iqaluit	55.80	14.00	41.80	75%	32.00	77%
Baker Lake	5.00	2.00	3.00	60%	1.00	33%
Kugluktuk	10.00	-	10.00	100%	10.00	100%
Total Community	**90.80**	**20.00**	**70.80**	**78%**	**56.00**	**79%**

Employment Summary, by Iqaluit and Other Communities

Iqaluit	55.80	14.00	41.80	75%	32.00	77%
Other Communities	35.00	6.00	29.00	75%	24.00	83%
TOTAL	**90.80**	**20.00**	**70.80**	**78%**	**56.00**	**79%**

Economic Development and Transportation

Employment Summary, by Category

	Total Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Executive	3.00	-	3.00	100%	-	0%
Senior Management	10.00	-	10.00	100%	4.00	40%
Middle Management	30.00	4.00	26.00	87%	12.00	46%
Professional	35.00	15.00	20.00	57%	14.00	70%
Paraprofessional	30.00	10.00	20.00	67%	11.00	55%
Administrative Support	28.00	10.00	18.00	64%	16.00	89%
Total Employment Categories	**136.00**	**39.00**	**97.00**	**71%**	**57.00**	**59%**

Employment Summary, by Community

Cape Dorset	2.00	2.00	-	0%	-	0%
Iqaluit	62.00	23.00	39.00	63%	17.00	44%
Pangnirtung	12.00	4.00	8.00	67%	7.00	88%
Pond Inlet	9.00	1.00	8.00	89%	7.00	88%
Resolute Bay	1.00	-	1.00	100%	-	0%
Arviat	4.00	2.00	2.00	50%	1.00	50%
Rankin Inlet	25.00	4.00	21.00	84%	11.00	52%
Cambridge Bay	6.00	1.00	5.00	83%	3.00	60%
Gjoa Haven	7.00	1.00	6.00	86%	6.00	100%
Kugluktuk	8.00	1.00	7.00	88%	5.00	71%
Total Community	**136.00**	**39.00**	**97.00**	**71%**	**57.00**	**59%**

Employment Summary, by Iqaluit and Other Communities

Iqaluit	62.00	23.00	39.00	63%	17.00	44%
Other Communities	74.00	16.00	58.00	78%	40.00	69%
TOTAL	**136.00**	**39.00**	**97.00**	**71%**	**57.00**	**59%**

Education

Employment Summary, by Category

	Total Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Executive	2.00	-	2.00	100%	1.00	50%
Senior Management	20.00	3.00	17.00	85%	1.00	6%
Middle Management	62.00	9.00	53.00	85%	9.00	17%
Professional	727.00	59.50	667.50	92%	181.50	27%
Paraprofessional	165.80	19.00	146.80	89%	134.30	91%
Administrative Support	308.71	30.50	278.21	90%	257.21	92%
Total Employment Categories	**1,285.51**	**121.00**	**1,164.51**	**91%**	**584.01**	**50%**

Employment Summary, by Community

Arctic Bay	27.50	3.00	24.50	89%	14.50	59%
Cape Dorset	45.50	3.00	42.50	93%	22.50	53%
Clyde River	39.00	-	39.00	100%	23.00	59%
Grise Fiord	9.25	-	9.25	100%	4.25	46%
Hall Beach	28.25	3.00	25.25	89%	16.25	64%
Igloolik	60.00	1.00	59.00	98%	30.00	51%
Iqaluit	251.50	51.00	200.50	80%	66.50	33%
Kimmirut	18.80	-	18.80	100%	7.05	38%
Pangnirtung	59.75	8.00	51.75	87%	32.75	63%
Pond Inlet	78.75	8.00	70.75	90%	37.75	53%
Qikiqtarjuaq	19.00	1.00	18.00	95%	12.00	67%
Resolute Bay	10.25	2.50	7.75	76%	2.00	26%
Sanikiluaq	38.25	3.00	35.25	92%	22.25	63%
Arviat	104.00	15.00	89.00	86%	56.50	63%
Baker Lake	79.80	2.00	77.80	97%	37.80	49%
Chesterfield Inlet	22.30	3.00	19.30	87%	11.30	59%
Coral Harbour	32.88	1.00	31.88	97%	16.88	53%
Naujaat	40.75	2.00	38.75	95%	18.75	48%
Rankin Inlet	80.48	2.00	78.48	98%	36.98	47%
Whale Cove	19.00	1.00	18.00	95%	10.00	56%
Cambridge Bay	51.50	2.00	49.50	96%	20.50	41%
Gjoa Haven	44.75	1.00	43.75	98%	30.75	70%
Kugaaruk	31.75	-	31.75	100%	15.75	50%
Kugluktuk	61.75	8.50	53.25	86%	21.25	40%
Taloyoak	30.75	-	30.75	100%	16.75	54%
Total Community	**1,285.51**	**121.00**	**1,164.51**	**91%**	**584.01**	**50%**

Employment Summary, by Iqaluit and Other Communities

Iqaluit	251.50	51.00	200.50	80%	66.50	33%
Other Communities	1,034.01	70.00	964.01	93%	517.51	54%
TOTAL	**1,285.51**	**121.00**	**1,164.51**	**91%**	**584.01**	**50%**

Environment

Employment Summary, by Category

	Total Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Executive	2.00	-	2.00	100%	1.00	50%
Senior Management	7.00	3.00	4.00	57%	-	0%
Middle Management	18.00	5.00	13.00	72%	3.00	23%
Professional	30.00	14.00	16.00	53%	1.00	6%
Paraprofessional	69.00	21.00	48.00	70%	25.00	52%
Administrative Support	12.50	5.00	7.50	60%	5.00	67%
Total Employment Categories	**138.50**	**48.00**	**90.50**	**65%**	**35.00**	**39%**

Employment Summary, by Community

Arctic Bay	1.00	-	1.00	100%	1.00	100%
Cape Dorset	1.00	-	1.00	100%	-	0%
Clyde River	1.00	-	1.00	100%	1.00	100%
Grise Fiord	1.00	-	1.00	100%	-	0%
Hall Beach	1.00	-	1.00	100%	-	0%
Igloolik	20.00	8.00	12.00	60%	4.00	33%
Iqaluit	61.00	21.00	40.00	66%	9.00	23%
Kimmirut	2.50	-	2.50	100%	2.00	80%
Pangnirtung	5.00	3.00	2.00	40%	-	0%
Pond Inlet	7.00	5.00	2.00	29%	2.00	100%
Qikiqtarjuaq	1.00	-	1.00	100%	-	0%
Resolute Bay	-	-	-	0%	-	0%
Sanikiluaq	-	-	-	0%	-	0%
Arviat	8.00	1.00	7.00	88%	4.00	57%
Baker Lake	2.00	1.00	1.00	50%	1.00	100%
Chesterfield Inlet	1.00	-	1.00	100%	1.00	100%
Coral Harbour	2.00	1.00	1.00	50%	1.00	100%
Naujaat	1.00	-	1.00	100%	1.00	100%
Rankin Inlet	5.00	1.00	4.00	80%	1.00	25%
Whale Cove	1.00	-	1.00	100%	-	0%
Cambridge Bay	2.00	-	2.00	100%	1.00	50%
Gjoa Haven	1.00	-	1.00	100%	1.00	100%
Kugaaruk	1.00	1.00	-	0%	-	0%
Kugluktuk	11.00	5.00	6.00	55%	4.00	67%
Taloyoak	2.00	1.00	1.00	50%	1.00	100%
Total Community	**138.50**	**48.00**	**90.50**	**65%**	**35.00**	**39%**

Employment Summary, by Iqaluit and Other Communities

Iqaluit	61.00	21.00	40.00	66%	9.00	23%
Other Communities	77.50	27.00	50.50	65%	26.00	51%
TOTAL	**138.50**	**48.00**	**90.50**	**65%**	**35.00**	**39%**

Executive and Intergovernmental Affairs

Employment Summary, by Category

	Total Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Executive	4.00	1.00	3.00	75%	2.00	67%
Senior Management	10.00	1.00	9.00	90%	4.00	44%
Middle Management	12.00	3.00	9.00	75%	6.00	67%
Professional	34.00	10.00	24.00	71%	12.00	50%
Paraprofessional	6.00	1.00	5.00	83%	4.00	80%
Administrative Support	36.00	5.00	31.00	86%	29.00	94%
Total Employment Categories	**102.00**	**21.00**	**81.00**	**79%**	**57.00**	**70%**

Employment Summary, by Community

Arctic Bay	1.00	-	1.00	100%	1.00	100%
Cape Dorset	1.00	-	1.00	100%	1.00	100%
Clyde River	1.00	-	1.00	100%	1.00	100%
Grise Fiord	1.00	-	1.00	100%	1.00	100%
Hall Beach	1.00	-	1.00	100%	1.00	100%
Igloolik	1.00	-	1.00	100%	1.00	100%
Iqaluit	64.00	17.00	47.00	73%	29.00	62%
Kimmirut	1.00	-	1.00	100%	1.00	100%
Pangnirtung	10.00	3.00	7.00	70%	4.00	57%
Pond Inlet	1.00	-	1.00	100%	1.00	100%
Qikiqtarjuaq	1.00	-	1.00	100%	1.00	100%
Resolute Bay	1.00	-	1.00	100%	1.00	100%
Sanikiluaq	1.00	-	1.00	100%	1.00	100%
Arviat	1.00	-	1.00	100%	1.00	100%
Baker Lake	1.00	-	1.00	100%	1.00	100%
Chesterfield Inlet	1.00	-	1.00	100%	1.00	100%
Coral Harbour	1.00	-	1.00	100%	1.00	100%
Naujaat	1.00	-	1.00	100%	1.00	100%
Rankin Inlet	2.00	-	2.00	100%	2.00	100%
Whale Cove	1.00	-	1.00	100%	1.00	100%
Cambridge Bay	2.00	-	2.00	100%	1.00	50%
Gjoa Haven	1.00	1.00	-	0%	-	0%
Kugaaruk	1.00	-	1.00	100%	1.00	100%
Kugluktuk	1.00	-	1.00	100%	1.00	100%
Taloyoak	1.00	-	1.00	100%	1.00	100%
Ottawa	3.00	-	3.00	100%	1.00	33%
Total Community	**102.00**	**21.00**	**81.00**	**79%**	**57.00**	**70%**

Employment Summary, by Iqaluit and Other Communities

Iqaluit	64.00	17.00	47.00	73%	29.00	62%
Other Communities	38.00	4.00	34.00	89%	28.00	82%
TOTAL	**102.00**	**21.00**	**81.00**	**79%**	**57.00**	**70%**

Family Services

Employment Summary, by Category

	Total Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Executive	2.00	-	2.00	100%	2.00	100%
Senior Management	10.00	1.00	9.00	90%	1.00	11%
Middle Management	22.00	2.00	20.00	91%	10.00	50%
Professional	91.00	28.00	63.00	69%	19.00	30%
Paraprofessional	67.63	21.53	46.10	68%	41.10	89%
Administrative Support	25.00	7.00	18.00	72%	18.00	100%
Total Employment Categories	**217.63**	**59.53**	**158.10**	**73%**	**91.10**	**58%**

Employment Summary, by Community

Arctic Bay	4.00	1.00	3.00	75%	2.00	67%
Cape Dorset	5.00	1.00	4.00	80%	2.00	50%
Clyde River	3.50	1.00	2.50	71%	1.50	60%
Grise Fiord	2.00	1.00	1.00	50%	1.00	100%
Hall Beach	3.50	2.00	1.50	43%	1.50	100%
Igloolik	6.53	5.00	1.53	23%	1.53	100%
Iqaluit	85.03	27.03	58.00	68%	17.00	29%
Kimmirut	1.53	1.00	0.53	35%	0.53	100%
Pangnirtung	18.00	4.00	14.00	78%	11.00	79%
Pond Inlet	3.53	-	3.53	100%	2.53	72%
Qikiqtarjuaq	2.50	-	2.50	100%	1.50	60%
Resolute Bay	1.00	-	1.00	100%	-	0%
Sanikiluaq	3.00	1.00	2.00	67%	1.00	50%
Arviat	18.00	2.00	16.00	89%	13.00	81%
Baker Lake	7.00	1.00	6.00	86%	5.00	83%
Chesterfield Inlet	1.00	-	1.00	100%	1.00	100%
Coral Harbour	2.00	1.00	1.00	50%	-	0%
Naujaat	2.00	1.00	1.00	50%	-	0%
Rankin Inlet	17.50	2.00	15.50	89%	12.50	81%
Whale Cove	2.50	1.50	1.00	40%	1.00	100%
Cambridge Bay	14.50	1.00	13.50	93%	10.50	78%
Gjoa Haven	3.50	1.50	2.00	57%	2.00	100%
Kugaaruk	2.00	1.00	1.00	50%	1.00	100%
Kugluktuk	5.00	2.00	3.00	60%	1.00	33%
Taloyoak	3.50	1.50	2.00	57%	1.00	50%
Total Community	**217.63**	**59.53**	**158.10**	**73%**	**91.10**	**58%**

Employment Summary, by Iqaluit and Other Communities

Iqaluit	85.03	27.03	58.00	68%	17.00	29%
Other Communities	132.60	32.50	100.10	75%	74.10	74%
TOTAL	**217.63**	**59.53**	**158.10**	**73%**	**91.10**	**58%**

Finance

Employment Summary, by Category

	Total Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Executive	4.00	-	4.00	100%	-	0%
Senior Management	15.00	2.00	13.00	87%	2.00	15%
Middle Management	39.00	10.00	29.00	74%	8.00	28%
Professional	80.00	26.00	54.00	68%	12.00	22%
Paraprofessional	98.00	24.00	74.00	76%	40.00	54%
Administrative Support	39.00	10.00	29.00	74%	28.00	97%
Total Employment Categories	**275.00**	**72.00**	**203.00**	**74%**	**90.00**	**44%**

Employment Summary, by Community

Igloolik	21.00	10.00	11.00	52%	8.00	73%
Iqaluit	194.00	48.00	146.00	75%	48.00	33%
Rankin Inlet	35.00	5.00	30.00	86%	24.00	80%
Cambridge Bay	25.00	9.00	16.00	64%	10.00	63%
Total Community	**275.00**	**72.00**	**203.00**	**74%**	**90.00**	**44%**

Employment Summary, by Iqaluit and Other Communities

Iqaluit	194.00	48.00	146.00	75%	48.00	33%
Other Communities	81.00	24.00	57.00	70%	42.00	74%
TOTAL	**275.00**	**72.00**	**203.00**	**74%**	**90.00**	**44%**

Health

Employment Summary, by Category

	Total Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Executive	4.00	1.00	3.00	75%	1.00	33%
Senior Management	31.00	13.00	18.00	58%	1.00	6%
Middle Management	115.00	51.00	64.00	56%	9.00	14%
Professional	344.00	179.00	165.00	48%	12.00	7%
Paraprofessional	170.67	95.67	75.00	44%	21.00	28%
Administrative Support	481.61	173.21	308.40	64%	274.40	89%
Total Employment Categories	**1,146.28**	**512.88**	**633.40**	**55%**	**318.40**	**50%**

Employment Summary, by Community

Arctic Bay	11.93	4.00	7.93	66%	3.93	50%
Cape Dorset	22.50	10.50	12.00	53%	9.00	75%
Clyde River	13.00	5.00	8.00	62%	6.00	75%
Grise Fiord	5.80	3.00	2.80	48%	2.80	100%
Hall Beach	10.50	6.00	4.50	43%	3.50	78%
Igloolik	43.00	15.50	27.50	64%	20.50	75%
Iqaluit	436.34	187.34	249.00	57%	71.00	29%
Kimmirut	8.40	4.00	4.40	52%	3.40	77%
Pangnirtung	51.00	21.50	29.50	58%	18.50	63%
Pond Inlet	23.93	13.00	10.93	46%	8.93	82%
Qikiqtarjuaq	10.83	4.00	6.83	63%	3.83	56%
Resolute Bay	7.14	5.14	2.00	28%	1.00	50%
Sanikiluaq	12.80	4.30	8.50	66%	5.50	65%
Arviat	35.00	16.00	19.00	54%	12.00	63%
Baker Lake	29.00	16.00	13.00	45%	6.00	46%
Chesterfield Inlet	9.71	5.00	4.71	48%	1.71	36%
Coral Harbour	18.80	10.50	8.30	44%	7.30	88%
Naujaat	19.50	12.00	7.50	38%	4.50	60%
Rankin Inlet	138.00	42.00	96.00	70%	59.00	61%
Whale Cove	12.50	8.00	4.50	36%	3.50	78%
Cambridge Bay	112.60	77.10	35.50	32%	19.50	55%
Gjoa Haven	48.00	21.50	26.50	55%	21.50	81%
Kugaaruk	11.50	2.50	9.00	78%	4.00	44%
Kugluktuk	24.00	10.50	13.50	56%	8.50	63%
Taloyoak	15.00	5.00	10.00	67%	6.00	60%
Churchill	8.50	3.50	5.00	59%	2.00	40%
Winnipeg	7.00	-	7.00	100%	5.00	71%
Total Community	**1,146.28**	**512.88**	**633.40**	**55%**	**318.40**	**50%**

Employment Summary, by Iqaluit and Other Communities

Iqaluit	436.34	187.34	249.00	57%	71.00	29%
Other Communities	709.94	325.54	384.40	54%	247.40	64%
TOTAL	**1,146.28**	**512.88**	**633.40**	**55%**	**318.40**	**50%**

Justice

Employment Summary, by Category

	Total Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Executive	3.00	1.00	2.00	67%	1.00	50%
Senior Management	8.00	-	8.00	100%	-	0%
Middle Management	24.00	6.00	18.00	75%	6.00	33%
Professional	69.00	19.00	50.00	72%	12.00	24%
Paraprofessional	68.00	26.00	42.00	62%	20.00	48%
Administrative Support	198.00	33.00	165.00	83%	85.00	52%
Total Employment Categories	**370.00**	**85.00**	**285.00**	**77%**	**124.00**	**44%**

Employment Summary, by Community

Arctic Bay	1.00	-	1.00	100%	1.00	100%
Cape Dorset	3.00	1.00	2.00	67%	1.00	50%
Clyde River	1.00	1.00	-	0%	-	0%
Hall Beach	1.00	1.00	-	0%	-	0%
Igloolik	1.00	-	1.00	100%	-	0%
Iqaluit	273.00	61.00	212.00	78%	78.00	37%
Kimmirut	1.00	1.00	-	0%	-	0%
Pangnirtung	1.00	-	1.00	100%	1.00	100%
Pond Inlet	3.00	2.00	1.00	33%	1.00	100%
Qikiqtarjuaq	1.00	1.00	-	0%	-	0%
Sanikiluaq	1.00	1.00	-	0%	-	0%
Arviat	1.00	-	1.00	100%	1.00	100%
Baker Lake	1.00	1.00	-	0%	-	0%
Coral Harbour	3.00	-	3.00	100%	3.00	100%
Rankin Inlet	48.00	8.00	40.00	83%	23.00	58%
Cambridge Bay	5.00	-	5.00	100%	2.00	40%
Gjoa Haven	8.00	4.00	4.00	50%	3.00	75%
Kugluktuk	14.00	2.00	12.00	86%	8.00	67%
Taloyoak	1.00	-	1.00	100%	1.00	100%
Edmonton	1.00	1.00	-	0%	-	0%
Ottawa	1.00	-	1.00	100%	1.00	100%
Total Community	**370.00**	**85.00**	**285.00**	**77%**	**124.00**	**44%**

Employment Summary, by Iqaluit and Other Communities

Iqaluit	273.00	61.00	212.00	78%	78.00	37%
Other Communities	97.00	24.00	73.00	75%	46.00	63%
TOTAL	**370.00**	**85.00**	**285.00**	**77%**	**124.00**	**44%**

Office of the Legislative Assembly

Employment Summary, by Category

	Total Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Executive	2.00	1.00	1.00	50%	-	0%
Senior Management	5.00	1.00	4.00	80%	-	0%
Middle Management	4.00	1.00	3.00	75%	-	0%
Professional	16.00	6.00	10.00	63%	4.00	40%
Paraprofessional	7.00	2.00	5.00	71%	4.00	80%
Administrative Support	9.00	3.00	6.00	67%	6.00	100%
Total Employment Categories	**43.00**	**14.00**	**29.00**	**67%**	**14.00**	**48%**

Employment Summary, by Community

Iqaluit	39.00	13.00	26.00	67%	12.00	46%
Rankin Inlet	4.00	1.00	3.00	75%	2.00	67%
Total Community	**43.00**	**14.00**	**29.00**	**67%**	**14.00**	**48%**

Employment Summary, by Iqaluit and Other Communities

Iqaluit	39.00	13.00	26.00	67%	12.00	46%
Other Communities	4.00	1.00	3.00	75%	2.00	67%
TOTAL	**43.00**	**14.00**	**29.00**	**67%**	**14.00**	**48%**

Nunavut Arctic College

Employment Summary, by Category

	Total Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Executive	2.00	-	2.00	100%	1.00	50%
Senior Management	7.00	3.00	4.00	57%	2.00	50%
Middle Management	27.00	2.00	25.00	93%	11.00	44%
Professional	123.10	30.10	93.00	76%	37.00	40%
Paraprofessional	20.50	3.50	17.00	83%	11.00	65%
Administrative Support	42.50	7.50	35.00	82%	32.00	91%
Total Employment Categories	**222.10**	**46.10**	**176.00**	**79%**	**94.00**	**53%**

Employment Summary, by Community

Arctic Bay	1.00	-	1.00	100%	1.00	100%
Cape Dorset	1.00	-	1.00	100%	1.00	100%
Clyde River	16.50	3.50	13.00	79%	9.00	69%
Grise Fiord	1.00	-	1.00	100%	1.00	100%
Hall Beach	1.00	-	1.00	100%	1.00	100%
Igloolik	4.00	1.00	3.00	75%	3.00	100%
Iqaluit	98.10	18.10	80.00	82%	34.00	43%
Kimmirut	1.00	-	1.00	100%	1.00	100%
Pangnirtung	2.00	1.00	1.00	50%	1.00	100%
Pond Inlet	4.00	1.00	3.00	75%	1.00	33%
Qikiqtarjuaq	1.00	-	1.00	100%	1.00	100%
Resolute Bay	1.00	-	1.00	100%	-	0%
Sanikiluaq	2.00	1.00	1.00	50%	-	0%
Arviat	21.00	6.00	15.00	71%	11.00	73%
Baker Lake	2.00	-	2.00	100%	2.00	100%
Chesterfield Inlet	1.00	-	1.00	100%	-	0%
Coral Harbour	1.50	0.50	1.00	67%	1.00	100%
Naujaat	1.00	-	1.00	100%	1.00	100%
Rankin Inlet	43.00	8.00	35.00	81%	19.00	54%
Whale Cove	1.00	1.00	-	0%	-	0%
Cambridge Bay	13.00	5.00	8.00	62%	3.00	38%
Gjoa Haven	1.00	-	1.00	100%	1.00	100%
Kugaaruk	1.00	-	1.00	100%	1.00	100%
Kugluktuk	1.00	-	1.00	100%	1.00	100%
Taloyoak	2.00	-	2.00	100%	-	100%
Total Community	**222.10**	**46.10**	**176.00**	**79%**	**94.00**	**53%**

Employment Summary, by Iqaluit and Other Communities

Iqaluit	98.10	18.10	80.00	82%	34.00	43%
Other Communities	124.00	28.00	96.00	77%	60.00	63%
TOTAL	**222.10**	**46.10**	**176.00**	**79%**	**94.00**	**53%**

Nunavut Business Credit Corporation

Employment Summary, by Category

	Total Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Executive	1.00	-	1.00	100%	-	0%
Senior Management	-	-	-	0%	-	0%
Middle Management	2.00	-	2.00	100%	-	0%
Professional	-	-	-	0%	-	0%
Paraprofessional	2.00	-	2.00	100%	2.00	100%
Administrative Support	1.00	1.00	-	0%	-	0%
Total Employment Categories	**6.00**	**1.00**	**5.00**	**83%**	**2.00**	**40%**

Employment Summary, by Community

Iqaluit	6.00	1.00	5.00	83%	2.00	40%
Total Community	**6.00**	**1.00**	**5.00**	**83%**	**2.00**	**40%**

Employment Summary, by Iqaluit and Other Communities

Iqaluit	6.00	1.00	5.00	83%	2.00	40%
Other Communities	-	-	-	0%	-	0%
TOTAL	**6.00**	**1.00**	**5.00**	**83%**	**2.00**	**40%**

Nunavut Housing Corporation

Employment Summary, by Category

	Total Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Executive	2.00	-	2.00	100%	1.00	50%
Senior Management	9.00	1.00	8.00	89%	1.00	13%
Middle Management	22.00	3.00	19.00	86%	1.00	5%
Professional	30.00	15.00	15.00	50%	6.00	40%
Paraprofessional	40.00	9.00	31.00	78%	12.00	39%
Administrative Support	20.00	5.00	15.00	75%	13.00	87%
Total Employment Categories	**123.00**	**33.00**	**90.00**	**73%**	**34.00**	**38%**

Employment Summary, by Community

Cape Dorset	27.00	4.00	23.00	85%	8.00	35%
Iqaluit	47.00	20.00	27.00	57%	6.00	22%
Arviat	33.00	6.00	27.00	82%	16.00	59%
Cambridge Bay	16.00	3.00	13.00	81%	4.00	31%
Total Community	**123.00**	**33.00**	**90.00**	**73%**	**34.00**	**38%**

Employment Summary, by Iqaluit and Other Communities

Iqaluit	47.00	20.00	27.00	57%	6.00	22%
Other Communities	76.00	13.00	63.00	83%	28.00	44%
TOTAL	**123.00**	**33.00**	**90.00**	**73%**	**34.00**	**38%**

Qulliq Energy Corporation

Employment Summary, by Category

	Total Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Executive	2.00	-	2.00	100%	1.00	50%
Senior Management	7.00	1.00	6.00	86%	-	0%
Middle Management	22.00	2.00	20.00	91%	1.00	5%
Professional	15.00	1.00	14.00	93%	-	0%
Paraprofessional	97.00	6.00	91.00	94%	40.00	44%
Administrative Support	63.80	7.60	56.20	88%	52.20	93%
Total Employment Categories	**206.80**	**17.60**	**189.20**	**91%**	**94.20**	**50%**

Employment Summary, by Community

Arctic Bay	1.60	-	1.60	100%	1.60	100%
Cape Dorset	2.00	-	2.00	100%	2.00	100%
Clyde River	1.60	-	1.60	100%	1.60	100%
Grise Fiord	1.60	-	1.60	100%	1.60	100%
Hall Beach	1.60	-	1.60	100%	1.60	100%
Igloolik	2.00	-	2.00	100%	2.00	100%
Iqaluit	91.00	8.00	83.00	91%	22.00	27%
Kimmirut	1.60	-	1.60	100%	0.60	38%
Pangnirtung	2.00	-	2.00	100%	2.00	100%
Pond Inlet	2.00	-	2.00	100%	2.00	100%
Qikiqtarjuaq	1.60	-	1.60	100%	1.60	100%
Resolute Bay	1.60	0.60	1.00	63%	1.00	100%
Sanikiluaq	1.60	-	1.60	100%	1.60	100%
Arviat	2.00	-	2.00	100%	2.00	100%
Baker Lake	46.00	7.00	39.00	85%	22.00	56%
Chesterfield Inlet	1.60	-	1.60	100%	1.60	100%
Coral Harbour	2.00	-	2.00	100%	2.00	100%
Naujaat	1.60	-	1.60	100%	1.60	100%
Rankin Inlet	20.00	1.00	19.00	95%	11.00	58%
Whale Cove	1.60	-	1.60	100%	1.60	100%
Cambridge Bay	13.00	1.00	12.00	92%	4.00	33%
Gjoa Haven	2.00	-	2.00	100%	2.00	100%
Kugaaruk	1.60	-	1.60	100%	1.60	100%
Kugluktuk	2.00	-	2.00	100%	2.00	100%
Taloyoak	1.60	-	1.60	100%	1.60	100%
Total Community	**206.80**	**17.60**	**189.20**	**91%**	**94.20**	**50%**

Employment Summary, by Iqaluit and Other Communities

Iqaluit	91.00	8.00	83.00	91%	22.00	27%
Other Communities	115.80	9.60	106.20	92%	72.20	68%
TOTAL	**206.80**	**17.60**	**189.20**	**91%**	**94.20**	**50%**

Employment Summary Review of the Government of Nunavut Public Service

Category All Departments, Agencies, Boards and Corporations

	Total Positions				Capacity (%)			
	March 2016	June 2016	September 2016	December 2016	March 2016	June 2016	September 2016	December 2016
Executive	38.00	38.00	39.00	39.00	95%	92%	92%	90%
Senior Management	164.00	160.30	168.00	166.00	89%	85%	82%	81%
Middle Management	469.00	459.00	468.00	468.00	76%	75%	76%	76%
Professional	1,649.55	1,726.35	1,737.60	1,750.10	73%	71%	71%	73%
Paraprofessional	1,067.90	1,028.85	1,020.57	1,012.60	69%	68%	70%	71%
Administrative Support	1,267.82	1,350.79	1,336.67	1,337.92	74%	74%	73%	76%
Total Employment Categories	**4,656.27**	**4,763.29**	**4,769.84**	**4,773.62**	**71%**	**72%**	**72%**	**74%**
Department Totals								
Community and Government Services	388.00	411.00	411.00	411.00	68%	63%	64%	64%
Culture and Heritage	90.80	90.80	90.80	90.80	77%	76%	78%	78%
Economic Development and Transportation	134.00	137.00	140.00	136.00	72%	72%	70%	71%
Education	1,273.46	1,282.71	1,282.26	1,285.51	89%	88%	89%	91%
Environment	131.50	133.50	134.50	138.50	65%	67%	67%	65%
Executive and Intergovernmental Affairs	102.00	102.00	102.00	102.00	82%	80%	81%	79%
Family Services	206.13	217.60	217.60	217.63	75%	73%	73%	73%
Finance	267.00	271.00	275.00	275.00	75%	71%	70%	74%
Health	1,092.48	1,146.28	1,146.28	1,146.28	54%	54%	52%	55%
Justice	368.00	370.00	370.00	370.00	74%	75%	75%	77%
Office of the Legislative Assembly	43.00	44.00	43.00	43.00	81%	75%	67%	67%
Total Government of Nunavut Departments	**4,096.37**	**4,205.89**	**4,212.44**	**4,215.72**	**70%**	**71%**	**72%**	**73%**
Agency, Board and Corporation Totals								
Nunavut Arctic College	221.10	221.60	222.60	222.10	79%	70%	76%	79%
Nunavut Business Credit Corporation	6.00	6.00	6.00	6.00	83%	83%	83%	83%
Nunavut Housing Corporation	122.00	121.00	122.00	123.00	68%	73%	70%	73%
Qulliq Energy Corporation	210.80	208.80	206.80	206.80	85%	89%	89%	91%
Total Agencies, Boards and Corporations	**559.90**	**557.40**	**557.40**	**557.90**	**80%**	**79%**	**78%**	**82%**
TOTAL	**4,656.27**	**4,763.29**	**4,769.84**	**4,773.62**	**71%**	**72%**	**72%**	**74%**

Review of Nunavut Inuit Employment: March 2016 to December 2016

Category All Departments, Agencies, Boards and Corporations

	Nunavut Inuit				IEP (%)			
	March 2016	June 2016	September 2016	December 2016	March 2016	June 2016	September 2016	December 2016
Executive	17.00	16.00	12.00	13.00	47%	46%	33%	37%
Senior Management	27.00	24.00	30.00	23.00	18%	18%	22%	17%
Middle Management	98.00	90.00	108.00	94.00	27%	26%	30%	27%
Professional	320.50	343.50	451.00	351.50	26%	28%	37%	27%
Paraprofessional	464.87	420.45	385.07	421.40	63%	60%	54%	59%
Administrative Support	795.18	850.30	767.32	859.81	85%	85%	79%	85%
Total Employment Categories	**1,722.55**	**1,744.25**	**1,753.39**	**1,762.71**	**50%**	**50%**	**51%**	**50%**
Department Totals								
Community and Government Services	111.00	110.00	113.00	112.00	42%	42%	43%	42%
Culture and Heritage	55.00	55.00	57.00	56.00	79%	80%	81%	79%
Economic Development and Transportation	54.00	55.00	56.00	57.00	56%	56%	57%	59%
Education	568.01	575.21	587.35	584.01	50%	51%	51%	50%
Environment	32.00	33.00	36.00	35.00	38%	37%	40%	39%
Executive and Intergovernmental Affairs	59.00	58.00	60.00	57.00	70%	71%	72%	70%
Family Services	90.07	94.57	93.07	91.10	58%	60%	59%	58%
Finance	89.00	88.00	87.00	90.00	45%	46%	45%	44%
Health	305.67	318.67	308.17	318.40	52%	51%	51%	50%
Justice	120.00	123.00	126.00	124.00	44%	44%	45%	44%
Office of the Legislative Assembly	18.00	16.00	14.00	14.00	51%	48%	48%	48%
Total Government of Nunavut Departments	**1,501.75**	**1,526.45**	**1,537.59**	**1,538.51**	**50%**	**50%**	**51%**	**50%**
Agency, Board and Corporation Totals								
Nunavut Arctic College	96.00	89.00	91.00	94.00	55%	57%	54%	53%
Nunavut Business Credit Corporation	2.00	2.00	2.00	2.00	40%	40%	40%	40%
Nunavut Housing Corporation	29.00	31.00	32.00	34.00	35%	35%	38%	38%
Qulliq Energy Corporation	93.80	95.80	90.80	94.20	52%	52%	49%	50%
Total Agencies, Boards and Corporations	**220.80**	**217.80**	**215.80**	**224.20**	**49%**	**50%**	**50%**	**49%**
TOTAL	**1,722.55**	**1,744.25**	**1,753.39**	**1,762.71**	**50%**	**50%**	**51%**	**50%**

Sivuliqtiksat Internship Program** Employment

	Sivuliqtiksat Internship		
	Total Positions	Nunavut Inuit Filled	% Capacity
Departments			
Community and Government Services	3	3	100%
Culture and Heritage	1	1	100%
Economic Development and Transportation	2	2	100%
Education	-	-	0%
Environment	1	1	100%
Executive and Intergovernmental Affairs	1	-	0%
Family Services	3	3	100%
Finance	-	-	0%
Health	1	1	100%
Justice	2	1	50%
Office of the Legislative Assembly	-	-	0%
Total Departments	**14**	**12**	**86%**
Agencies, Boards and Corporations			
Nunavut Arctic College	1	1	100%
Nunavut Business Credit Corporation	-	-	0%
Nunavut Housing Corporation	-	-	0%
Quilliq Energy Corporation	1	-	0%
Total Agencies, Boards and Corporations	**2**	**1**	**50%**
TOTAL	**16**	**13**	**81%**

**Includes positions which are only open to Inuit. Listed positions are those current and active. There are 16 positions available for departments and agencies in the program.

Casual Positions as of December 31, 2016

	Casuals		
	Total Casuals	Nunavut Inuit	IEP %
Departments			
Community and Government Services	92	58	63%
Culture and Heritage	13	10	77%
Economic Development and Transportation	23	14	61%
Education	28	19	68%
Environment	18	9	50%
Executive and Intergovernmental Affairs	9	6	67%
Family Services	57	33	58%
Finance	38	27	71%
Health	320	147	46%
Justice	89	36	40%
Office of the Legislative Assembly	5	3	60%
Total Departments	**692**	**362**	**52%**
Agencies, Boards and Corporations			
Nunavut Arctic College	37	30	81%
Nunavut Business Credit Corporation	-	-	0%
Nunavut Housing Corporation	24	14	58%
Quilliq Energy Corporation	21	12	57%
Total Agencies, Boards and Corporations	**82**	**56**	**68%**
TOTAL	**774**	**418**	**54%**

This chart only counts individuals once per department. Individuals may hold more than one casual, relief, or substitute teacher assignment within different departments.

Relief Worker Positions as of December 31, 2016

	Relief Workers		
	Total Relief Workers	Nunavut Inuit	IEP %
Departments			
Community and Government Services	12	11	92%
Culture and Heritage	17	11	65%
Economic Development and Transportation	5	4	80%
Education	1,030	911	88%
Environment	13	13	100%
Executive and Intergovernmental Affairs	2	2	100%
Family Services	30	28	93%
Finance	12	8	67%
Health	482	405	84%
Justice	116	49	42%
Office of the Legislative Assembly	-	-	0%
Total Departments	**1,719**	**1,442**	**84%**
Agencies, Boards and Corporations			
Nunavut Arctic College	67	43	64%
Nunavut Business Credit Corporation	-	-	0%
Nunavut Housing Corporation	2	1	50%
Quilliq Energy Corporation	3	1	33%
Total Agencies, Boards and Corporations	**72**	**45**	**63%**
TOTAL	**1,791**	**1,487**	**83%**

	Substitute Teachers		
	Total Substitutes	Nunavut Inuit	IEP %
Total Substitute Teachers	**1,218**	**929**	**76%**
TOTAL RELIEF AND SUBSTITUTE	**3,009**	**2,416**	**80%**

This chart only counts individuals once per department. Individuals may hold more than one casual, relief, or substitute teacher assignment within different departments.